

<b>Policy Name:</b>	Medical Student Diversity Policy
<b>Original Approval Date:</b>	c. 2013
<b>Approving Officer/Committee:</b>	Dean – School of Medicine
<b>Revision Dates and Notes:</b>	11/04/2021
<b>Related LCME Element(s) (if any):</b>	3.3

**A. Policy** – The School of Medicine is committed to utilizing practical and intentional recruitment and retention strategies to achieve its mission-appropriate student diversity outcomes. The school-defined diversity categories for the School of Medicine are African American, Black, Hispanic, Latinx, Veterans, and prospective students who reside in a rural parish. While not required, we also assess valued characteristics that an applicant might possess that would augment their contribution to the educational experience and diversity of the School of Medicine as well as the profession of medicine.

**B. Purpose** – The purpose of this policy is to provide a description of the Office of Diversity Affairs’ action plan used to achieve the department’s recruitment and retention goals.

**C. Scope** - This policy applies to all School of Medicine students.

**D. Definitions** –

School-defined Diversity Categories

- a. African American - black Americans of African descent
- b. Black - a person who is not white or of European parentage
- c. Hispanic - individuals who are Spanish-speaking or have a background in a Spanish-speaking country
- d. Latinx - persons who are from or have a background in a Latin American country
- e. Rural areas- parishes underserved in healthcare in the state of Louisiana as indicated by Health Resources and Services Administration (e.g., Health Professionals Shortage Area maps)
- f. Veterans- Individuals who serve or have served in the military (e.g., Marines, Air Force, Navy, Army, National Guard)

Valued Characteristics

- a. Socioeconomic status (SES) - a combination of variables, including occupation, education, income, wealth, and place of residence.
- b. Evidence of leadership and/or teamwork - selection for a class government position, advancement in military rank, athletic team captain, resident advisor/assistant in dormitory, managerial position in employment) or noteworthy collaboration and contribution to a group, organization, committee, or team effort will be considered in the evaluation of this quality.
- c. Life experiences - Such experiences might include involvement with multicultural organizations, study or work abroad, mastery of a second language, or other unique life experiences.

#### **IV. Procedure**

The Office of Diversity Affairs develops and implements intentional programs and initiatives that could enhance diversity of the student body:

##### Pipeline Programs

The institution's pipeline programs are research opportunities intended to increase the size and demographic diversity of applicant pool for the School of Medicine. The research experience provides academic enrichment, skill development, and professional socialization needed to prepare students for successful matriculation into basic or clinical science degree-granting programs and ultimately health and scientific careers. Learning objectives and expected outcomes are established, measured, and tracked, and reported longitudinally. These programs are institutionally supported to ensure their sustainability.

##### Recruitment and Retention Activities

Outreach and engagement activities are designed to provide exposure to health science career opportunities and promote interest in health science professions. These programs may be occasional or regularly scheduled. Data is collected on attendance and program effectiveness.